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Commission

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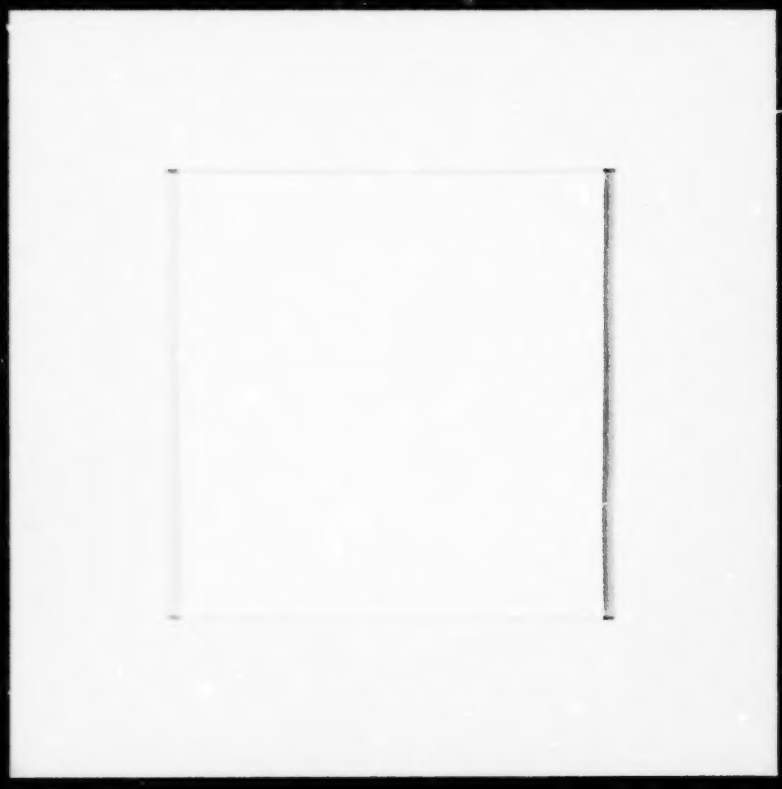

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Ontario
Education Relations Commission

Number 37

INSURED BENEFIT PLANS
AND
RETIREMENT GRATUITIES
1983-84

June 1984

INSURED BENEFIT PLANS AND RETIREMENT GRATUITIES, 1983-84

This Monograph has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the School Boards and Teachers Collective Negotiations Act, 1975.

The purpose of this publication is:

> To provide current and accurate information extracted from written collective agreements in a neutral capacity, to assist the parties during various stages of the negotiations process.

The contents of this Monograph are based on collective agreements in effect during the 1983-84 agreement year which have been filed with the Commission as of the time of publication.

INSURED BENEFIT PLANS AND RETIREMENT GRATUITIES, 1983-84 is made available on a request basis to the parties and others expressing an interest.

Enquiries concerning this Monograph or requests for further information assistance should be addressed to:

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1983-84 Teacher/Board Collective Agreements: Individual Summaries
1984-85 Teacher/Board Collective Agreements: Individual Summaries

1983-84 Teacher/Board Collective Agreements: A Provincial Overview

Monograph Series

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The Bargaining Process and Mediation, 1983

Fact Finding, 1982 - 83: Issues and Recommendations

INTRODUCTION

Information in this Monograph is provided on an agreement-by-agreement basis, grouped by board type/panel. Each of the two sets of tables (Insured Benefit Plans and Retirement Gratuities) is accompanied by an explanation of terms and abbreviations.

It should be noted that the information on benefit plans pertains to types of plans referenced, and not to the benefits provided therein. For example, while a drug plan may not be referenced in an agreement, drug benefits may be available through an extended health plan.

Information is included for all of the major 200 bargaining situations in the province (76 Elementary, 76 Secondary and 48 RCSS). For 40 of these situations - summarized below and identified in the tables following - the Commission has not been apprised of signed agreements covering the 1983-84 year. The data, therefore, reflect the most recently negotiated terms and conditions.

	Elem.	Sec.	RCSS.	Total
Signed agreement	67	52	41	160
No signed agreement	9	24	7	40
Total	76	76	48	200

INSURED BENEFIT PLANS

EXPLANATION OF TERMS AND ABBREVIATIONS

COLUMN HEADING	EXPLANATION
Min Reg	Ministry of Education Region 1 - Northwestern 2 - Midnorthern 3 - Northeastern 4 - Western 5 - Central 6 - Eastern
FTE Staff	Full-Time Equivalent Staff
OHIP	Ontario Health Insurance Plan
Ceiling to Basic	Nature of ceiling to basic coverage 1 - Flat $ Amount 2 - Salary Multiple 3 - Combination flat dollar amount and salary multiple
$ Amt Ceiling	Dollar amount of ceiling
Sal. Factor Ceiling	Salary multiple ceiling
Add. Coverage	Additional insurance available above the basic ceiling
Benefit Limit	A limitation on one or more insured benefits other than that resulting from a subsidization of a flat dollar amount per individual or group. For example: "current" cost/rates and/or specific fee schedule.

Other notes:

1. 0 indicates that there is a provision for a plan, but no board subsidization.
2. $-Ind indicates subsidization on the basis of a flat dollar amount per individual.
3. $-Grp indicates subsidization on the basis of a flat dollar amount per group.
4. An * indicates that there is a provision in the agreement.
5. A blank indicates that there is no provision in the agreement.

Education Relations Commission

Panel/Region: ELEMENTARY — EMPLOYEE INSURED BENEFIT PLANS — Agreement Year: 1983-84

ID	Board Name	Min Reg (1)	FTE Staff (2)	School Board Subsidization (%) OHIP (3)	Extended Health (4)	Dental (5)	LTDP (6)	Group Ins. (7)	Insurance Details Ceiling to Basic (8)	$ Amt Ceiling (9)	Sal. Factor Ceiling (10)	Add. Coverage (11)	Benefit Limit. (12)
001	Atikokan E	1	34	100	100	100	0	100	1	10000		*	*
002	Brant Cty E	5	527	80	80	80	0	80	2		2.0		*
003	Bruce Cty E	5	345	85	85	70	85	85	2		2.5		
004	Carleton E	6	1233	90	90	90	0	90	3	5000	3.0		*
005	Cent. Algoma E	2	84	100	100	80	100	100	3	60000	2.0	*	*
006	Chapleau E	2	14	100		85	0	100	3	75000	3.0		*
007	Coch-Iroq. E	1	79	75	$-Ind	$-Ind	0	$-Ind	2		2.0	*	
008	Dryden E	1	154	100	100	100	100	100	1	60000		*	
009	Dufferin Cty E	5	242	75	75			75	1	25000		*	*
#010	Durham E	5	1455	85	85	85	0	85	2		3.0		*
011	E.Parry Sd E	3	143	100	100	100	100	100	2		2.0	*	*
012	East York E	5	414	75	100	50		100	1	25000		*	*
013	Elgin Cty E	4	408	75			75	75	2		2.0		*
014	Espanola E	2	70	100	100	75	0	75	1	50000		*	
015	Essex Cty E	4	467	100		100	0	75	2		3.0	*	
016	Etobicoke E	5	1100	75	100	50		100	1	25000		*	*
017	Ft.Fr.-R.R. E	1	122	100	65	60		85	1	50000		*	*
018	Frontenac E	6	539	75	75	50	0	67	2		2.0		*
#019	Geraldton E	1	36	80	100	100	100	100	1	50000		*	*
020	Grey Cty E	4	444	75	75	50	0	75	2		2.5		*
021	Haldimand E	5	212	85	85	85		100	1	25000		*	
022	Haliburton E	5	74	75	75		0	67	2		2.0		
023	Halton E	5	1279	80	80	80		100	1	25000		*	*
024	Hamilton E	5	1339	100	100			100	3	50000	2.0		
025	Hastings Cty E	5	562	75	75	50	50	75	3	25000	1.0		*
026	Hearst E	3	21	100		100	75	100	1	25000		*	*
027	Hornepayne E	2	14	100		100		100	1	20000		*	
028	Huron Cty E	4	349	100		0	0	100	1	25000		*	
029	Kapuskasing E	3	37	90	100	100	0	100	2		3.0		*
030	Kenora E	1	106	100	100	100	0	100	1	25000			*
031	Kent Cty E	4	518	100	100	$-Ind		100	3	90000	3.0	*	
032	Kirk. Lake E	3	67	90	85	85	85	85	3	80000	2.0	*	*
033	Lakehead E	1	607	100	100	85	0	100	2		1.5	*	*
034	Lk Superior E	1	59	25	75	75	0	100	3	60000			*
035	Lambton Cty E	4	632	80	80	80		100	3	25000	1.0	*	*
036	Lanark Cty E	6	261	90	90	90	0	100	1	25000		*	
#037	Leeds-Gren. E	6	483	90	90	90	0	100	2		1.0	*	*
#038	Lennox-Add. E	6	223	75	90	50	50	90	1	25000		*	*
039	Lincoln Cty E	5	802	100	100	80	75	67	1	40000		*	
040	London E	4	1203	80	80	80	80	80	2	130000	2.5		
041	Manitoulin E	2	55	$-Ind	$-Ind	$-Ind	0	$-Ind	2		2.5		
042	Michipicoten E	2	22	85	85	85	85	85	1	40000		*	
043	Middlesex E	4	380	85	85	85		85	3	125000	3.0		*
044	Muskoka E	3	260	60	100	$-Grp	0	100	1	20000		*	*
045	Niagara So. E	5	812	100	100	100	100	100	2		2.0		
046	Nipigon-R.R. E	1	34	100	100	75	0	100	1	30000			*
047	Nipissing E	3	258	100	100	100	0	100	2		2.0	*	*
048	Norfolk E	5	282	90	75	75	0	75	3	150000	3.0		*
049	North Shore E	2	140	80	100	100	0	100	1	60000		*	*
050	North.-Newc. E	5	574	0	100	100	100	100	2		1.0	*	*
051	North York E	5	2023	75	100	50		100	1	25000		*	*
052	Ottawa E	6	1153	80	80	50	70	100	1	45000		*	*
053	Oxford Cty E	4	489	85	85	75	0	85	3	5000	2.5		*
#054	Peel E	5	2601	100	100	100		100	2		2.5		*
055	Perth Cty E	4	371	80	80		0	80	1	25000		*	
#056	Peterborough E	5	501	85	85	75	0	85	2		3.0		*
057	Pres-Russell E	6	88	90	90	90	90	90	3	90000	2.0		*
058	Pr. Edward E	5	124	80	80	50	0	80	1	20000		*	*
059	Red Lake E	1	51	90		90		90	2		2.0		*
060	Renfrew Cty E	6	351	75	75	50	0	75	1	50000			*
061	S.S. Marie E	2	411	90	90	90	90	90	1	50000		*	*
062	Scarborough E	5	2504	75	100	50		100	1	25000		*	*
063	Simcoe Cty E	5	1368	85	85	50	50	50	1	10000		*	
064	Stormont E.	6	353	85	85	85	0	50	1	25000			
065	Sudbury E	2	533	100	75	75	0	75	2		2.0	*	*
#066	Timiskaming E	3	146	100	100	90	100	100	1	40000		*	*
067	Timmins E	3	177	95	95	85	60	95	3	5000	5.0		*
#068	Toronto E	5	2522	75	100	75		100	1	25000		*	*
069	Victoria Cty E	5	310	75	75	75	0	75	3	80000	4.0	*	
070	Waterloo Cty E	5	1618	90	90	75	0	90	1	25000		*	
071	Wellington E	5	671	80	80	80	0	80	3	60000	1.5	*	*
#072	Wentworth E	5	536	100	100	100	0	100	2		2.5		*
073	W. Parry Sd E	3	119	80	80	80		100	1	25000		*	*
074	Windsor E	4	715	100	100	100		100	1	80000		*	*
075	York City E	5	501	75	100	50		100	1	25000		*	*
076	York Region E	5	1396	50	100	100		100	2		2.0		*

#No agreement terms and conditions.

Education Relations Commission

Panel/Region: SECONDARY — EMPLOYEE INSURED BENEFIT PLANS — Agreement Year: 1983-84

ID	Board Name	Min Reg (1)	FTE Staff (2)	School Board Subsidization (%) OHIP (3)	Extended Health (4)	Dental (5)	LTDP (6)	Group Ins. (7)	Insurance Details Ceiling to Basic (8)	$ Amt Ceiling (9)	Sal. Factor Ceiling (10)	Add. Coverage (11)	Benefit Limit. (12)
078	Atikokan S	1	28	100	100	100	0	100	1	10000		*	*
079	Brant Cty S	5	385	75	90	90	0	100	3	25000	2.0		*
#080	Bruce Cty S	4	212	90	90		90	90	2		2.5		
081	Carleton S	6	1014	90	90	90	0	90	3	5000	3.0		*
#082	Cent. Algoma S	2	51	100	100	80	0	100	1	60000		*	
083	Chapleau S	2	23	100		85	0	100	3	75000	3.0		*
084	Coch-Iroq. S	3	103	85	$-Ind	$-Ind	0	$-Ind	2		3.0	*	
085	Dryden S	1	107	100	100	100	100	100	1	60000		*	
086	Dufferin Cty S	5	165	75	75			75	1	25000		*	*
087	Durham S	5	1079	85	85	85	0	85	2		3.0		*
088	E.Parry Sd S	3	71	100	100	100	100	100	2		2.0	*	*
#089	East York S	5	318	75	100	100		100	1	25000		*	*
090	Elgin Cty S	4	282	75			$-Grp	75	2		2.0		*
091	Espanola S	2	66	100	100	75	0	75	1	50000		*	
092	Essex Cty S	4	548	100		100	0	75	2		3.0	*	
#093	Etobicoke S	5	1057	75	100	100		100	1	25000		*	*
094	Ft.Fr.-R.R. S	1	88	100	65	60		85	1	50000		*	*
095	Frontenac S	6	465	75	75	50	0	43	2		3.0	*	*
096	Geraldton S	1	46	80	100	100	100	100	1	50000		*	*
#097	Grey Cty S	4	314	75	75		0	75	2		2.5		
#098	Haldimand S	5	169	85	85	85	0	100	1	25000		*	
099	Haliburton S	5	39	75	100		100	67	2		2.0		
#100	Halton S	5	1151	75	100	75		100	1	25000		*	*
101	Hamilton S	5	1001	100	100			100	3	50000	2.0		
102	Hastings Cty S	5	462	75	75	50	50	100	1	25000		*	*
103	Hearst S	3	59	100		100	75	100	1	25000		*	*
104	Hornepayne S	2	10	100		100		100	1	20000		*	
#105	Huron Cty S	4	241	100		0	0	100	1	25000		*	
#106	Kapuskasing S	3	117	90	100	100	0	100	2		3.0		*
#107	Kenora S	1	78	100	100	100	0	100	1	50000			*
#108	Kent Cty S	4	421	100	100	60		100	3	90000	3.0		*
109	Kirk. Lake S	3	82	75	100	75	100	100	2		2.0	*	*
110	Lakehead S	1	546	90	100	80	50	100	2		2.0	*	*
111	Lk Superior S	1	67	25	75	75	75	75	3	60000	2.0		
112	Lambton Cty S	4	438	80	80	80		100	3	25000	1.0	*	*
113	Lanark Cty S	6	201	90	90	90	0	100	1	25000		*	
114	Leeds-Gren. S	6	356	90	90	90	0	100	2		2.0	*	*
#115	Lennox-Add. S	6	168	0	100	100	100	100	1	25000		*	*
#116	Lincoln Cty S	5	680	100	100	80	75	67	1	40000		*	
117	London S	4	1052	80	80	80	80	80	3	140000	2.5		
118	Manitoulin S	2	50	$-Ind	$-Ind	$-Ind	0	$-Ind	2		3.0	*	
119	Michipicoten S	2	33	85	85	85	85	85	1	40000		*	*
120	Middlesex S	4	257	75	100	100	0	100	1	25000		*	*
121	Muskoka S	3	154	60	100	50	$-Grp	100	1	15000		*	*
122	Niagara So. S	5	793	100	100	100	100	100	3	75000	2.0		
123	Nipigon-R.R. S	1	32	100	100	75	0	100	1	50000		*	*
124	Nipissing S	3	365	100	100	100	0	100	2		2.0	*	*
125	Norfolk Cty S	5	234	90	75	75	0	75	3	150000	3.0		*
126	North Shore S	2	133	80	100	100	0	100	1	60000		*	*
127	North.-Newc. S	5	440	0	100	100	100	100	2		1.0	*	*
#128	North York S	5	2078	75	100	100		100	1	25000		*	*
#129	Ottawa S	6	1387	80	80	80	0	56	1	45000		*	*
130	Oxford Cty S	4	340	85	85	65	0	85	3	5000	2.5		*
#131	Peel S	5	2102	100	100	100	50	100	1	25000		*	
#132	Perth Cty S	4	283	80	80			80	1	25000		*	
#133	Peterborough S	5	405	85	85	75	0	85	2		3.0		*
134	Pres-Russell S	6	290	90	90	90	90	90	3	90000	2.0		*
#135	Pr. Edward S	5	65	85	85	60	0	16	1	100000			*
136	Red Lake S	1	24	100	100	75	0	100	2		2.0		*
#137	Renfrew Cty S	6	366	75	75	50	0	75	1	50000		*	*
138	S.S. Marie S	2	381	100	100	100	0	100	1	50000		*	*
#139	Scarborough S	5	2163	75	100	100		100	1	25000		*	*
140	Simcoe Cty S	5	958	85	85	50	50	50	1	10000		*	
141	Stormont S	6	482	85	85	85	0	0	2		3.0	*	
142	Sudbury S	2	747	100	75	75	0	75	2		2.0	*	*
143	Timiskaming S	3	145	100	100	50	100	100	1	50000		*	
#144	Timmins S	3	214	90	90	90	65	90	3	5000	5.0	*	
#145	Toronto S	5	2354	75	100	100		100	1	25000		*	*
146	Victoria Cty S	5	180	75	75	75	0	75	3	80000	4.0	*	
147	Waterloo Cty S	5	1188	90	90	75	0	90	1	25000		*	
148	Wellington S	5	536	80	80	80	0	80	3	120000	2.0	*	*
149	Wentworth S	5	405	100	100	100	0	100	2		2.5		*
150	W. Parry Sd S	3	74	80	80	80	0	100	1	25000		*	*
151	Windsor S	4	669	100	100	100		100	1	80000		*	*
#152	York City S	5	488	75	100	100		100	1	25000		*	*
153	York Region S	5	1011	50	100	100		100	2		2.0		*

#No agreement terms and conditions.

Education Relations Commission

Panel/Region: RCSS — EMPLOYEE INSURED BENEFIT PLANS — Agreement Year: 1983-84

ID	Board Name	Min Reg (1)	FTE Staff (2)	School Board Subsidization (%) OHIP (3)	Extended Health (4)	Dental (5)	LTDP (6)	Group Ins. (7)	Insurance Details Ceiling to Basic (8)	$ Amt Ceiling (9)	Sal. Factor Ceiling (10)	Add. Coverage (11)	Benefit Limit. (12)
155	Brant Cty R	5	170	85	90	90		90	2			*	*
156	Bruce-Grey R	4	193	0	100	100	100	100	3	100000	3.0	*	
#157	Carleton R	6	949	85	85	80	80	80	3	5000	2.5		*
158	Coch.-Iroq. R	3	94	85	85	85	0	100	1	25000		*	
159	Dryden Dist. R	1	26	100	100	100	0	100	1	50000		*	
160	Duff.-Peel R	5	1953	90	90	90	100	100	1	10000		*	*
161	Durham Reg. R	5	522	100	100	100	0	100	1	70000		*	*
162	Elgin Cty R	4	75	90	90	90	0	90	1	70000			*
163	Essex Cty R	4	492	100		100	100	100	1	25000		*	*
164	Ft.Fr.-R.R. R	1	33	100	75	75		100	1	50000			
#165	Frontenac R	6	242	90	90	75	0	100	1	70000			*
166	Geraldton R	1	48	100	100	100	0	100	1	35000			
167	Hald.-Nor. R	5	128	85	85	85	0	85	2		2.0		
168	Halton R	5	527	85	85	85	0	85	1	20000		*	*
169	Ham.-Went. R	5	1109	91	100	60	70	90	1	50000		*	*
170	Hast.-Pr.Ed. R	5	212	75	80	80	0	80	2		2.0	*	*
171	Hearst R	3	72	100		100	0	100	1	50000		*	
172	Huron-Perth R	4	136	90	90	90	0	80	2		1.5		
173	Kapuskasing R	3	128	100		100		63	2		3.0		*
174	Kenora R	1	57	80	100	50	50	100	3	5000	3.0		*
175	Kent Cty R	4	268	100	100	75	0	100	1	50000		*	*
176	Kirk. Lake R	3	84	95		95	95	95	2		2.0		
177	Lakehead R	1	340	100	100	75	0	100	3	60000	1.5	*	
178	Lambton Cty R	4	340	80	80	80	0	80	3	80000	3.0	*	*
179	Lanark R	6	167	80	80	70	0	75	1	40000			
180	Lincoln Cty R	5	364	100	100	80	80	100	3	90000	3.0	*	*
181	Lon.-Middle R	4	486	85	85	85	85	85	1	100000			
182	Metro Separate	5	5056	100	100	100	0	100	1	25000		*	*
183	Michipicoten R	2	38	80	80	80	80	80	1	40000		*	*
184	Nipissing R	3	390	100	75	60	0	75	1	35000		*	*
185	North Shore R	2	204	100	100	100	50	100	1	50000		*	
186	N of Super. R	1	74	100	100	100	0	100	3	60000	2.0		*
#187	Ottawa R	6	783	80	80	50	0	70	1	50000		*	*
188	Oxford Cty R	4	97	85	85	85	85	85	3	15000	3.0		*
189	Peterborough R	5	318	75	75	75	75	75	2		3.0		
190	Pres/Russ R	6	352	90	90	70	0	90	1	30000		*	*
191	Renfrew Cty R	6	263	80	80	80	0	80	3	80000	3.0	*	*
192	S. S. Marie R	2	359	100	100	100	100	100	3	100000	2.0	*	
193	Simcoe Cty R	5	340	90	90	85	0	90	1	50000		*	
194	Stormont R	6	425	95	95	90	0	100	1	50000		*	*
#195	Sudbury R	2	1002	100	100	100	0	50	2		2.0		*
196	Timiskaming R	3	106	100	100		0	100	1	20000		*	
197	Timmins R	3	265	85	85	85	0	85	1	70000		*	
198	Waterloo Cty R	5	757	85	75	85	0	100	1	25000		*	
#199	Welland Cty R	5	529	100	100	100	100	100	3	90000	3.0		
#200	Wellington R	5	259	95	95	95	0	95	2		2.0	*	*
201	Windsor R	4	826	100		50	0	100	1	40000		*	*
#202	York Region R	5	739	80	80	70	0	80	3	150000	3.0		

#No agreement terms and conditions.

RETIREMENT GRATUITIES

EXPLANATION OF TERMS AND ABBREVIATIONS

COLUMN HEADING	EXPLANATION
Min Reg	Ministry of Education Region 1 - Northwestern 2 - Midnorthern 3 - Northeastern 4 - Western 5 - Central 6 - Eastern
FTE Staff	Full-Time Equivalent Staff
Provision	Retirement gratuity provision All - Available to all teaching staff Some - Available to some teaching staff (i.e., grandfathered)
Payment Criteria	Superann Only - only upon superannuation Board Discret - at board discretion Leaving Prof. - leaving teaching profession Move to Other Bd. - move to another school board Other - health, reaching a specified age, redundancy declaration, other
Payable to Estate	NS - Not specified DB - Death benefit in lieu of gratuity
Payment Limit	Blank - Gratuity payment can equal the statutory maximum of one-half year's earnings at the rate received immediately prior to termination of employment. * - Gratuity payment is less than the maximum amount permitted by law.
Yrs to Qualify	Minimum years of service (1=not specified, no minimum or one year).

Other notes:

1. All retirement gratuity provisions which stipulate that a condition for receiving the gratuity is eligibility for pension benefits in accordance with the Teachers' Superannuation Act have been classified as payable only upon superannuation.
2. Criteria respecting payment of a gratuity other than upon superannuation are not mutually exclusive.
3. An * indicates that there is a provision in the agreement.
4. A blank indicates that there is no provision in the agreement.

Education Relations Commission

Panel/Region: ELEMENTARY — RETIREMENT GRATUITY PROVISIONS — Agreement Year: 1983-84

Bd	Name	Min Reg (1)	FTE Staff (2)	Provision (3)	Rel. to CSL (4)	Payment Criteria: Superann Only (5)	Board Discret (6)	Leaving Prof. (7)	Move to Other Bd. (8)	Other (9)	Payable To Estate (10)	Payment Limit (11)	Yrs to Qualify (12)
001	Atikokan E	1	34	All	*	*					*		10
002	Brant Cty E	5	527	All	*					*	*		10
003	Bruce Cty E	5	345	All	*					*	NS		15
004	Carleton E	6	1233	All	*			*		*	*		1
005	Cent. Algoma E	2	84	All	*		*				*	*	10
006	Chapleau E	2	14	All	*	*					*	*	10
007	Coch-Iroq. E	1	79	All	*			*		*	*	*	5
008	Dryden E	1	154	All	*	*					*		10
009	Dufferin Cty E	5	242	All	*	*					*		1
#010	Durham E	5	1455	All	*	*					*		10
011	E.Parry Sd E	3	143	All	*	*					NS		10
012	East York E	5	414	All	*					*	*		1
013	Elgin Cty E	4	408	Some	*	*					*		10
014	Espanola E	2	70	Some	*					*	*	*	10
015	Essex Cty E	4	467	All	*	*					*		10
016	Etobicoke E	5	1100	All	*					*	*		1
017	Ft.Fr.-R.R. E	1	122	All	*	*					NS		10
018	Frontenac E	6	539	Some	*		*	*		*	*		10
#019	Geraldton E	1	36	Some	*					*	*		10
020	Grey Cty E	4	444	All	*	*					*		10
021	Haldimand E	5	212	All	*	*					*		5
022	Haliburton E	5	74	All	*			*			*		10
023	Halton E	5	1279	All	*	*					*		10
024	Hamilton E	5	1339	All	*		*			*	NS		1
025	Hastings Cty E	5	562	All	*	*					*		5
026	Hearst E	3	21										
027	Hornepayne E	2	14	All	*			*		*	*		7
028	Huron Cty E	4	349	All	*	*					*		12
029	Kapuskasing E	3	37	Some	*	*					*		10
030	Kenora E	1	106	All	*	*					NS	*	10
031	Kent Cty E	4	518	All	*	*					*		1
032	Kirk. Lake E	3	67	All	*					*	*		1
033	Lakehead E	1	607	All	*	*					*		1
034	Lk Superior E	1	59	All	*	*					*		5
035	Lambton Cty E	4	632	All	*		*			*	*		10
036	Lanark Cty E	6	261	All	*	*					*	*	1
#037	Leeds-Gren. E	6	483	All	*					*	*		1
#038	Lennox-Add. E	6	223	Some	*	*					*		10
C39	Lincoln Cty E	5	802	All						*	*	*	5
040	London E	4	1203	Some	*		*			*	*		10
041	Manitoulin E	2	55	Some	*	*					*		10
042	Michipicoten E	2	22	All	*					*	*		5
043	Middlesex E	4	380	All	*	*					NS		10
044	Muskoka E	3	260	Some	*					*	*		5
045	Niagara So. E	5	812										
046	Nipigon-R.R. E	1	34	All	*	*					NS		10
047	Nipissing E	3	258	All	*					*	*		1
048	Norfolk E	5	282	All	*	*					*		10
049	North Shore E	2	140	All	*					*	*		5
050	North.-Newc. E	5	574	All	*	*					*	*	10
051	North York E	5	2023	All	*					*	*		1
052	Ottawa E	6	1153	All	*	*					*		10
053	Oxford Cty E	4	489	All	*	*					*	*	7
#054	Peel E	5	2601	All		*					*		10
055	Perth Cty E	4	371	All	*					*	*		10
#056	Peterborough E	5	501	All	*	*					*		10
057	Pres-Russell E	6	88	All	*				*	*	*		5
058	Pr. Edward E	5	124	All	*		*			*	*		10
059	Red Lake E	1	51	All						*	NS	*	10
060	Renfrew Cty E	6	351	All	*	*					*		10
061	S.S. Marie E	2	411	All	*		*	*		*	NS	*	10
062	Scarborough E	5	2504	All	*					*	*		1
063	Simcoe Cty E	5	1368	All	*			*		*	*		5
064	Stormont E.	6	353	All	*		*			*	*		10
065	Sudbury E	2	533	Some	*	*					*		1
#066	Timiskaming E	3	146										
067	Timmins E	3	177	All	*	*					*	*	10
#068	Toronto E	5	2522	All	*					*	*		1
069	Victoria Cty E	5	310	All	*	*					*		10
070	Waterloo Cty E	5	1618	All	*	*					*	*	10
071	Wellington E	5	671	All	*					*	*	*	1
#072	Wentworth E	5	536	All	*	*					*		10
073	W. Parry Sd E	3	119	All	*		*			*	DB		1
074	Windsor E	4	715	All	*	*					*		10
075	York City E	5	501	All	*					*	*		1
076	York Region E	5	1396	All	*					*	*		5

#No agreement terms and conditions.

Education Relations Commission

Panel/Region: SECONDARY — RETIREMENT GRATUITY PROVISIONS — Agreement Year: 1983-84

Bd	Name	Min Reg (1)	FTE Staff (2)	Provision (3)	Rel. to CSL (4)	Payment Criteria: Superann Only (5)	Board Discret (6)	Leaving Prof. (7)	Move to Other Bd. (8)	Other (9)	Payable To Estate (10)	Payment Limit (11)	Yrs to Qualify (12)
078	Atikokan S	1	28	All	*	*					*	*	10
079	Brant Cty S	5	385	All	*					*	*		10
#080	Bruce Cty S	4	212	All	*					*	NS		15
081	Carleton S	6	1014	All	*		*	*		*	*		1
#082	Cent. Algoma S	2	51	All	*	*					*		10
083	Chapleau S	2	23	All	*	*					*		10
084	Coch-Iroq. S	3	103	All	*					*	*	*	5
085	Dryden S	1	107	All	*	*					*		10
086	Dufferin Cty S	5	165	All	*	*					*		1
087	Durham S	5	1079	All	*		*				*		10
088	E.Parry Sd S	3	71	All	*	*					NS		1
#089	East York S	5	318	All	*					*	*		1
090	Elgin Cty S	4	282	Some	*	*					*		10
091	Espanola S	2	66										
092	Essex Cty S	4	548	All	*	*					*		10
#093	Etobicoke S	5	1057	All	*					*	*		1
094	Ft.Fr.-R.R. S	1	88	All	*	*					NS		10
095	Frontenac S	6	465	All	*		*	*		*	*		10
096	Geraldton S	1	46	All	*					*	*		10
#097	Grey Cty S	4	314	All	*	*					*		10
#098	Haldimand S	5	169	All	*	*					*		5
099	Haliburton S	5	39	All	*			*			*		10
#100	Halton S	5	1151	All	*	*					*		10
101	Hamilton S	5	1001	All	*		*			*	NS		1
102	Hastings Cty S	5	462	All	*	*					*		5
103	Hearst S	3	59										
104	Hornepayne S	2	10	Some	*			*		*	*		7
#105	Huron Cty S	4	241	All	*	*					*		12
#106	Kapuskasing S	3	117	All	*	*					*		10
#107	Kenora S	1	78	All	*	*					NS	*	10
#108	Kent Cty S	4	421	All	*	*					*		1
109	Kirk. Lake S	3	82	All	*					*	*		1
110	Lakehead S	1	546	All	*	*					*		1
111	Lk Superior S	1	67	All	*	*					*		5
112	Lambton Cty S	4	438	All	*		*			*	*		5
113	Lanark Cty S	6	201	All	*	*					*	*	1
114	Leeds-Gren. S	6	356	All	*					*	*		1
#115	Lennox-Add. S	6	168	All	*					*	*		10
#116	Lincoln Cty S	5	680	All						*	*	*	5
117	London S	4	1052	Some	*		*			*	*		10
118	Manitoulin S	2	50	All	*	*					*		10
119	Michipicoten S	2	33	All	*					*	*		10
120	Middlesex S	4	257	All	*	*					*		10
121	Muskoka S	3	154	All	*					*	*		5
122	Niagara So. S	5	793	All	*					*	*		5
123	Nipigon-R.R. S	1	32	All	*					*	*		10
124	Nipissing S	3	365	All	*					*	*		1
125	Norfolk Cty S	5	234	All	*			*			*		10
126	North Shore S	2	133	All	*	*					*		5
127	North.-Newc. S	5	440	All	*	*					*		10
#128	North York S	5	2078	All	*					*	*		1
#129	Ottawa S	6	1387	All	*	*					*		10
130	Oxford Cty S	4	340	All	*	*					*	*	7
#131	Peel S	5	2102	All						*	*		10
#132	Perth Cty S	4	283	All	*					*	*		10
#133	Peterborough S	5	405	All	*	*					*		10
134	Pres-Russell S	6	290	All	*	*					*		10
#135	Pr. Edward S	5	65	All	*		*			*	*		10
136	Red Lake S	1	24	All	*					*	*		1
#137	Renfrew Cty S	6	366	All	*	*					*		10
138	S.S. Marie S	2	381	All	*		*	*		*	NS		10
#139	Scarborough S	5	2163	All	*					*	*		1
140	Simcoe Cty S	5	958	All	*			*		*	*		5
141	Stormont S	6	482	All	*		*			*	*		10
142	Sudbury S	2	747	All	*	*					*		10
143	Timiskaming S	3	145										
#144	Timmins S	3	214	All	*	*					*	*	10
#145	Toronto S	5	2354	All	*					*	*		1
146	Victoria Cty S	5	180	All	*	*					*		10
147	Waterloo Cty S	5	1188	All	*	*					*	*	10
148	Wellington S	5	536	All	*					*	*	*	1
149	Wentworth S	5	405	All	*	*					*		10
150	W. Parry Sd S	3	74	All	*		*			*	DB		1
151	Windsor S	4	669	All	*	*					*		10
#152	York City S	5	488	All	*					*	*		1
153	York Region S	5	1011	All	*					*	*		5

#No agreement terms and conditions.

Education Relations Commission

Panel/Region: RCSS — RETIREMENT GRATUITY PROVISIONS — Agreement Year: 1983-84

Bd	Name	Min Reg (1)	FTE Staff (2)	Provision (3)	Rel. to CSL (4)	Payment Criteria: Superann Only (5)	Board Discret (6)	Leaving Prof. (7)	Move to Other Bd. (8)	Other (9)	Payable To Estate (10)	Payment Limit (11)	Yrs to Qualify (12)
155	Brant Cty R	5	170	All	*					*	*		10
156	Bruce-Grey R	4	193										
#157	Carleton R	6	949										
158	Coch.-Iroq. R	3	94	All	*	*					*		10
159	Dryden Dist. R	1	26	All	*					*	*		10
160	Duff.-Peel R	5	1953	Some	*	*					*		10
161	Durham Reg. R	5	522	Some	*	*					*		10
162	Elgin Cty R	4	75	Some	*	*					NS		10
163	Essex Cty R	4	492	All	*			*			*		6
164	Ft.Fr.-R.R. R	1	33	All	*	*					*		10
#165	Frontenac R	6	242	All	*	*					*	*	5
166	Geraldton R	1	48	Some	*					*	*		15
167	Hald.-Nor. R	5	128	All	*	*					*		10
168	Halton R	5	527										
169	Ham.-Went. R	5	1109	All	*	*					*	*	20
170	Hast.-Pr.Ed. R	5	212	All	*	*					*		5
171	Hearst R	3	72	All	*			*		*	NS		10
172	Huron-Perth R	4	136	All	*	*					NS	*	12
173	Kapuskasing R	3	128	All	*	*					*		1
174	Kenora R	1	57	Some	*	*					*	*	15
175	Kent Cty R	4	268	All	*	*					*	*	10
176	Kirk. Lake R	3	84	All	*	*					NS		1
177	Lakehead R	1	340	All	*	*					*		10
178	Lambton Cty R	4	340	All	*		*			*	*		12
179	Lanark R	6	167	All	*	*					NS		10
180	Lincoln Cty R	5	364	All	*	*					*		1
181	Lon.-Middle R	4	486	Some	*	*					*	*	1
182	Metro Separate	5	5056	All	*	*					*		1
183	Michipicoten R	2	38	All	*					*	*		5
184	Nipissing R	3	390	All	*	*					*	*	10
185	North Shore R	2	204	All	*			*			*		10
186	N of Super. R	1	74	All	*			*			*		10
#187	Ottawa R	6	783	All	*				*	*	*		10
188	Oxford Cty R	4	97	Some	*	*					*	*	10
189	Peterborough R	5	318	All	*	*					*		17
190	Pres/Russ R	6	352	All	*			*			*		10
191	Renfrew Cty R	6	263	All	*	*					*		10
192	S. S. Marie R	2	359										
193	Simcoe Cty R	5	340	All	*	*					*	*	10
194	Stormont R	6	425	All				*		*	NS	*	15
#195	Sudbury R	2	1002	All	*	*					*		10
196	Timiskaming R	3	106	All	*					*	*	*	10
197	Timmins R	3	265	All	*			*		*	*		10
198	Waterloo Cty R	5	757										
#199	Welland Cty R	5	529	All	*		*				*		10
#200	Wellington R	5	259	All	*	*					*		1
201	Windsor R	4	826	All	*					*	*		20
#202	York Region R	5	739	All	*	*					*	*	1

#No agreement terms and conditions.

POOR

QUALITY

ORIGINAL